

# **EXHIBIT 914**

to the Declaration of  
Lisa J. Cisneros in Support of  
Plaintiffs' Opposition Briefs

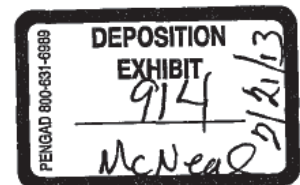
**REDACTED VERSION**



Jim Grenier - VP, Rewards and Workforce Solutions



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## Total Rewards

Key Levers to Attract and Retain the Talent & Skills to  
Deliver for our Customers

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Jim Grenier - VP, Rewards and Workforce Solutions



## Key Engagement "Levers" at Intuit

Factors that motivate employees = the potential "drivers" of engagement:



HR has a critical role, with all "leaders", in shaping the organizational and leadership practices that drive engagement.

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# Key Engagement "Levers" at Intuit

Factors that motivate employees = the potential "drivers" of engagement:



HR has a critical role, with all "leaders", in shaping the organizational and leadership practices that drive engagement.



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## Total Rewards...The Academic View

Defined by WorldatWork

“All of the tools available to the employer that may be used to attract, retain and motivate employees...

...everything the employee perceives to be of value resulting from the employment relationship”.



### Total Rewards Portfolio

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# Total Rewards...Your View

Welcome



**Watch for your email invitation**  
Set up takes about 60 days



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## Total Rewards...The Shareholder View...



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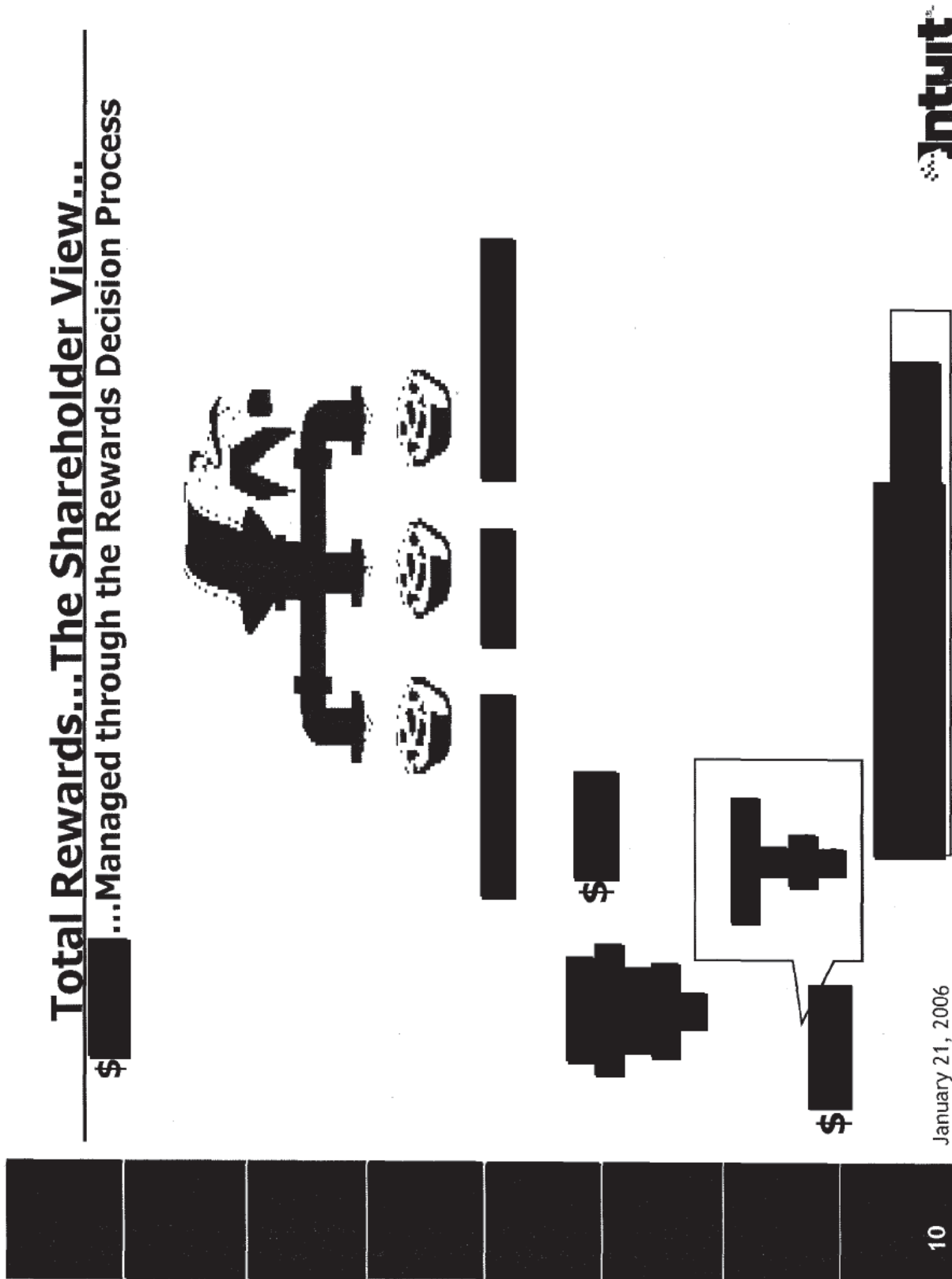
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## Total Rewards...The Shareholder View...

\$[REDACTED] ...Managed through the Rewards Decision Process



[REDACTED]

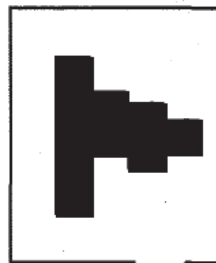
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# Total Rewards...The Shareholder View... \$...Managed through the Rewards Decision Process



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## Philosophy...Optimal Resource Allocation "Bang-for-the-Buck"

Funding for Comp & Benefits – Company performance and outlook



Intuit Sets the Framework



Local leaders, with HR, determine effective execution



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[Speaker Notes For Slide: 8]

Major changes...header....box...see notes

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# Compensation Decision Process, FY 05

Utilizes the Performance Management Operating Mechanism and HPOR  
recommendations as inputs to "reward the right behaviors"



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Compensation Focal Decision Process

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**Hello Allen, Beverly,**

**What would you like to do?**

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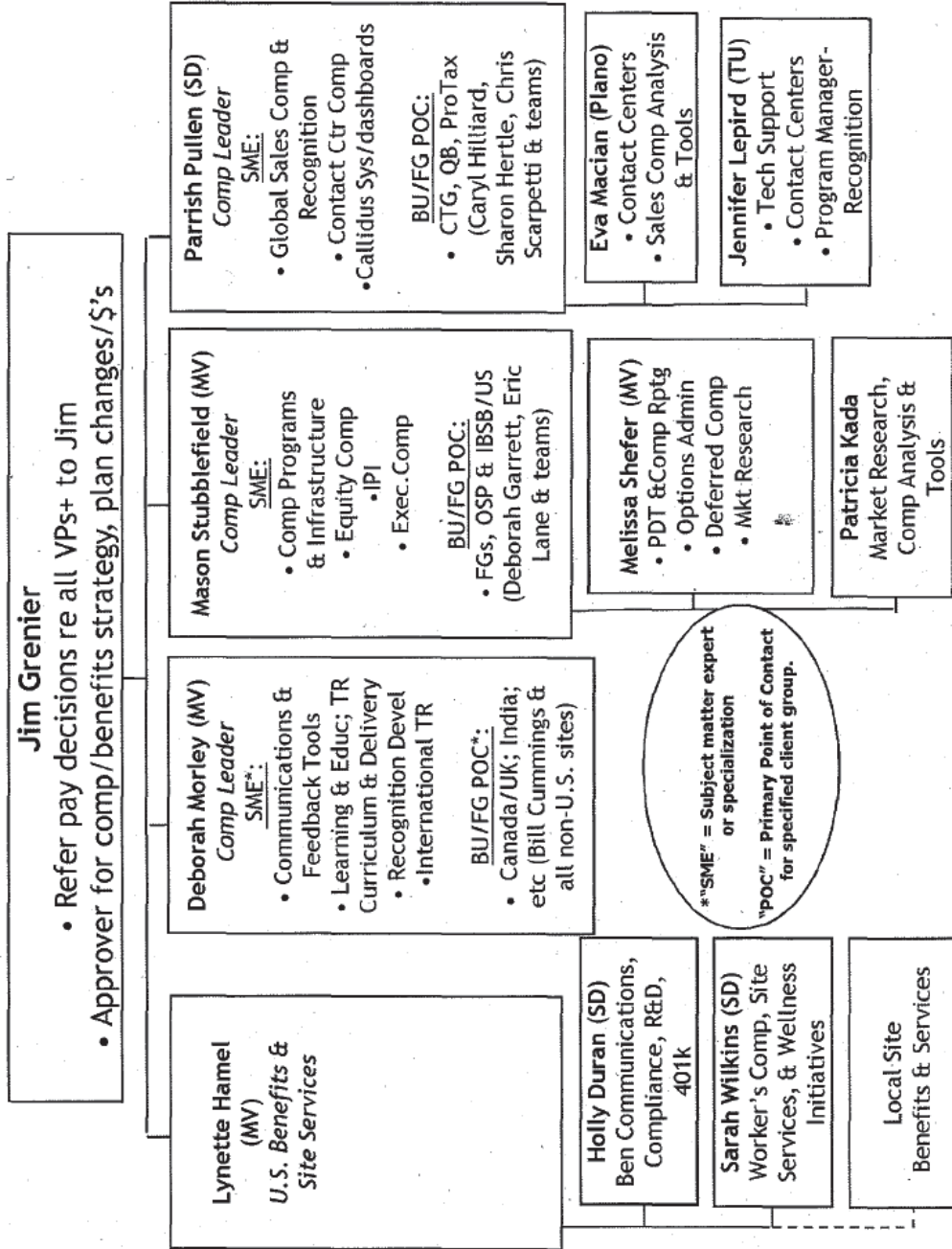
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# Rewards – Comp & Benefits



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## For an Overview of TR Tools, Processes and Decision Making

- Schedule time TODAY with your compensation partner, if you are engaged in any of the following:

*Recommending or Extending Offers of Employment*

*Coaching leaders on the effective use of Total Rewards*

*Responding to employee questions regarding rewards decisions or opportunities*

**QUESTIONS?**



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